

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF LABOR STATISTICS & RESEARCH

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**SHIFT PROVISIONS**

**FOR**

**ELECTRICIAN:**

TRANSPORTATION SYSTEMS ELECTRICIAN (SECOND SHIFT)

TRANSPORTATION SYSTEMS ELECTRICIAN (THIRD SHIFT)

TRANSPORTATION SYSTEMS ELECTRICIAN (CABLE SPLICING, WELDING OR  
FIBER OPTIC SPLICING) (SECOND SHIFT)

TRANSPORTATION SYSTEMS ELECTRICIAN (CABLE SPLICING, WELDING OR  
FIBER OPTIC SPLICING) (THIRD SHIFT)

TRANSPORTATION SYSTEMS TECHNICIAN (SECOND SHIFT)

TRANSPORTATION SYSTEMS TECHNICIAN (THIRD SHIFT)

**IN**

**ORANGE COUNTY**

**Note:** The shift provisions provided in the following pages provide the work hours that are applicable to each shift. Shift differential pay is required and will be enforced during each applicable shift. Any provision limiting the work hours for a particular type of work will not be enforced on public works.

July 5, 1999-May 31, 2002

## AGREEMENT

For

INTELLIGENT TRANSPORTATION SYSTEMS,  
STREET LIGHTING; TRAFFIC SIGNALS; and  
UNDERGROUND SYSTEMS in STREETS  
and/or ESTABLISHED EASEMENTS

By  
and  
Between

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL UNION NO. 441

and

ORANGE COUNTY CHAPTER  
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

Effective

JULY 5, 1999- MAY 31, 2002

RECEIVED  
Department of Industrial Relations

JUL 12 2000

Div. of Labor Statistics & Research  
Chief's Office

## ARTICLE VI HOURS OF WORK

### Work day / Workweek

**Section 6.01** Eight (8) hours work between the hours of 7:00 a.m. and 3:30 p.m. with thirty (30) minutes for lunch period shall constitute a work day. A one-hour variance in starting time is permissible with the mutual agreement of employer and employee.

Forty (40) hours within five (5) consecutive days, Monday through Friday, inclusive, shall constitute a work week.

Lunch period shall be between the hours of 11:00 AM and 11:30 AM. When an early starting time is implemented, the lunch period shall commence four (4) hours after the starting time of the work day.

### Holidays

**Section 6.02** The rate of pay for all work performed outside of regular hours shall be one and one half times the straight time rate of pay except that double time shall be paid as follows:

1. All hours worked in excess of 12 hours in one day.
2. Sundays
3. Holidays as follows: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day (November 11th), Thanksgiving Day, day after Thanksgiving, Christmas Day or days celebrated as such.

No work shall be performed on Labor Day except in case of emergency and then only after permission is granted by the Business Manager of the Union.

## OVERTIME

**Section 6.03** Employees required to work during the regular lunch period shall be paid time and one-half the straight time rate of pay except in case of emergency or pre-arranged work schedule. Pre-arranged work schedule must be approved at least one (1) hour prior to the established lunch period the day the work is to be performed.

### Overtime Meals

**Section 6.04** When more than two (2) hours have been worked after the normal quitting time, a meal break of at least one-half hour shall be taken by the employee. A meal check must be turned in to the Employer for reimbursement of said meal. Reimbursement of a meal check shall not exceed one-half hour of the normal straight time rate of pay for Journeyman Transportation Electrician.. Meal times shall be every four (4) hours thereafter.

Meal times are subject to variation so that continuous service may be maintained.

When instructed before quitting time to report for the next regular days starting time, the workmen shall provide their own lunch.

### Shift Work

**Section 6.05** When so elected by the Contractor, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked:

**The First Shift** (day shift) shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Workmen on the day shift shall receive eight (8) hours pay at the regular hourly rate of eight (8) hours work.

**The Second Shift** (swing shift) shall be worked between the hours of 4:30 p.m. and 12:30 a.m. Workmen on the "swing shift" shall receive eight (8) hours pay at the regular hourly rate plus ten percent (10%) for seven and one-half (7-1/2) hours work.

**The Third Shift** (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m. Workmen on the "graveyard shift" shall receive eight (8) hours pay at the regular hourly rate plus fifteen percent (15%) for seven (7) hours work.

A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half times the "shift" hourly rate.

There shall be no pyramiding of overtime rates and double the straight time rate shall be the maximum compensation for any hour worked.

There shall be no requirement for a day shift when either the second or third shift is worked.

**Section 6.06** When work extends from overtime to regular time, if eight (8) hours have been worked at overtime, the rate of pay shall be the overtime rate until a break of at least eight (8) hours is given.

## ARTICLE VII

### WAGES, CLASSIFICATIONS AND WAGE SCALE

Journeyman Transportation Electrician and Transportation Technician

**Section 7.01** The wages per hour shall be:

<u>EFFECTIVE</u>	7/5/99	6/5/00	12/4/00	6/2/01	12/3/01
CLASSIFICATION					
General Foreman (1.226 times Journeyman wage scale)	\$ 34.45	35.06	35.68	36.29	36.90
Foreman (1.113 times Journeyman wage scale)	\$ 31.28	31.83	32.39	32.94	33.50
Journeyman Transportation Elect	\$ 28.10	28.60	29.10	29.60	30.10
Journeyman Transportation Elect (1.046 times Journeyman wage scale) (when cable splicing, welding, or fiber optic splicing)	\$29.39	29.92	30.44	30.96	31.48
Transportation Technician	\$19.67	20.02	20.37	20.72	21.00

Any portion of the scheduled wage increase(s) may be allocated to the existing benefit fund(s) at the option of the local union.

The Transportation Technician shall receive the same fringe benefit package as Journeyman Transportation Electrician.